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East-West mobility of cheap labour in relation to the Czech Republic

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East-West mobility of cheap labour in relation to the Czech Republic

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Prohlašuji, že jsem práci zpracovala samostatně a uvedla v ní všechny použité literární a jiné odborné zdroje.

Plzeň, 2017

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PODĚKOVÁNÍ

Ráda bych poděkovala vedoucí své práce, PhDr. Evě Raisové, za věcné připomínky a rady k mé práci, a hlavně za to, že mi ji umožnila psát na mnou vybrané téma.

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1 Introduction

When I was supposed to choose a topic for my bachelor thesis I knew that I wanted something interesting and current, something close to me. It did not take me a long time to think of something as it came to me naturally. Soon, I will be looking for a job and because I study languages I would like to try to work abroad, preferably the West definitely. So I was thinking about all the Czech people working abroad and about foreigners working in the Czech Republic, and about the mobility of labour and it seemed to me like a good topic for my bachelor thesis.

Of course, the thesis will be divided into two large parts. The first part will be theoretical; books and internet will be the main sources. I asked the Pilsen Municipal Library to find documents which would be interesting to me and I have already received a list of books and articles related to the topic of this bachelor thesis. I will also search on my own. In this part I would like to explain what is meant by the expression « mobility of cheap labor » or « global labor arbitrage », where the mobility of labor came from and why it even exists. Under this section I will also focus on various forms of labor migration, historical development, main purposes and reasons for labor migration, political and economic background and migration related to the Czech Republic. I would also like to answer following questions: How many migrants are there? What are their main characteristics? How do migrants contribute to host and origin societies? How does the role of immigrants evolve over time?

The second part will be practical and much more interesting as I hope. At first the goals that I want to achieve will be set out. According to goals I will set out some hypotheses based on what I think. Of course, there will also be a reason for each hypothesis where will be written why I think that. Next step will be research and all the ways, steps, procedures and difficulties during the research will be described under section named Methodics.

More than one method to get the information needed will be used. I think about to go to an employment office, because they should have data about people coming to our country to work here as well as about people leaving our country looking for a job abroad. Maybe there could be some special office or organisation helping people to find job abroad or helping people to do all the papers.

Next place where is possible to get some detailed information about how it works in practice is a company employing foreigners. I guess it will not be a problem to find a factory like that. As I suppose, there should be plenty of companies employing foreigners. It would be contributive to talk to human resources officers about why companies employ foreigners, what the advantages and

disadvantages of employing foreigners are and if companies prefer to employ Czech people or not. I would like to visit at least two different companies to have the possibility to compare their attitudes and answers.

The last method will be questionnaires. Probably the best way for making the questionnaires will be on-line website – [survio.com](https://www.surveymonkey.com). In today's world person would hardly go from person to person with questions written on a paper, so it is better to create an on-line version and then it can be easily shared by the link on different social networks or sent directly to people. When there are enough filled in questionnaires it is possible to make graphs to show the results clearly. If there are some interesting facts I would like to write about it. Maybe, there could be a comment at each graph, because I guess that there will always be something interesting or surprising about what is possible to think more and write. Eventually, the hypotheses will be compared with the results and commented. The same applies to the goals that will have been set out.

In the conclusion of this bachelor thesis the goals and hypotheses will be compared with the obtained results and all the information and results will be summarized.

Theoretical part

2 The challenges of labor migration

2.1 Defining basic terms

From the very beginning it is indeed important to explain some basic terms linked to the topic, which will be frequently used.

First term is “labor”: “The aggregate of all human physical and mental effort used in creation of goods and services. Labor is a primary factor of production. The size of a nation's labor force is determined by the size of its adult population, and the extent to which the adults are either working or are prepared to offer their labor for wages.” [1]

As the term “labor“ was defined, another terms need to be explained: “migration“ and “mobility“.

Obviously, “migration“ and “mobility“ are very close by meaning. Both mean move or shift. In this case, it is necessary to define these terms together with the term “labor“ which has already been defined above in order to maintain relevance to the topic. The adjective international can be added, because in this thesis the issue will be discussed at the international level. Definition according to IOM (the leading inter-governmental organization in the field of migration) is following: “International labour migration is defined as the movement of people from one country to another for the purpose of employment.“ [2]

The key words have been defined in order to understand the main issue. Several other terms will be defined and explained later when analyzing individual topics.

2.2 Global labor arbitrage

“Global labor arbitrage is an economic phenomenon where, as a result of the removal of or disintegration of barriers to international trade, jobs move to nations where labor and the cost of doing business (such as enviromental regulations) is inexpensive and/or impoverished labor moves to nations with higher paying jobs.“ [3]

Two types of barriers exist in the international trade: tariffs and costs. Tariffs are politically imposed and costs are related to the transportation of goods. By removing these barriers, mainly the tariffs which are politically imposed, the trade can be not only facilitated, but in this case, both parties can profit.

“The end result is an increase in the supply of labor relative to the demand for labor, which means a decrease in costs.” [4]

2.2.1 Forms of global labor arbitrage

Global labor arbitrage can take many forms, including but not limited to:

Foreign outsourcing

Importation of foreign labor using work visas

Immigration

All forms of global labor arbitrage share the same objective – to save money. And it is done through various ways.

Foreign outsourcing

“Capital moves to nations with cheap labor, lower taxes and/or fewer environmental regulations or other costs of doing business for the purpose of producing goods and services for export to other markets.” [5]

Criteria for the selection of the country

Because the main objective is to save money, companies are searching for countries, where the labor is cheaper than in the original country and so beneficial for foreign outsourcing. It is well known that West is more developed and richer than East as well as North is more developed and richer than South. Rationally the shift of companies is beneficial while moving from the West to the East or from the North to the South.

Czech Republic and foreign outsourcing

According to consultancy Jones Lang LaSalle (JLL), the Czech Republic is very popular on the field of foreign outsourcing. Especially Germany profits from outsourcing in the Czech Republic and the reasons why foreign companies choose the Czech Republic like the place where to

move their factories are reasonable. The Czech Republic offers a combination of highly skilled and not too expensive labor, stable economic situation in the country, very good infrastructure and strategic location in the middle of Europe. [6]

Importation of foreign labor using work visas

“Labor, often skilled and educated, moves to a nation on a temporary or permanent basis. This has the effect of increasing the supply of labor in that nation’s market.” [7]

Immigration

“Impoverished labor moves towards capital in prosperous nations. This tends to increase the supply of labor relative to capital in the prosperous nations and potentially decreases wages, according to the laws of supply and demand.” [8]

Immigration is the form of global labor arbitrage that will be discussed throughout this bachelor thesis. In contrast with foreign outsourcing, where the capital is moving, in case of immigration the one who is moving is not the company but the labor i.e. people. And people and their activities, moves and influences are the main issue that this bachelor thesis will deal with.

2.3 Reasons for migration

“Momentous events around the world increasingly involve international migration....This does not imply that migration is something new – indeed, human beings have always moved in search of new opportunities, or to escape poverty, conflict or environmental degradation.” [9]

There are many reasons for migration and people consider the pros and cons. Before deciding to leave their homes, they have to consider factors including distance, travel costs, travel time, modes of transportation or cultural barriers. Some people conclude that it is preferable to stay home.

Of course, reasons for migration can be various but the general reason is always to improve current situation.

Two fundamental types of migration are identified:

forced migration

voluntary migration

Reason for the forced migration is always a bad situation in the original country. Bad situation in the original country is meant to be political problems or unfavourable environment. Political problems can take forms of dictatorships or religious or ethnic intolerance. By unfavourable environment is meant for example a natural disaster. As a result it may result in a mass exodus from the area of origin. [10]

“But migration is not just a reaction to difficult conditions at home: it is also motivated by the search for better opportunities and lifestyles elsewhere“ [11]

Reasons for the voluntary migration is always a positive motivation. People migrate in order to find better living conditions. People move because they want to improve their lifestyle or to find a new one.

Those who migrate voluntarily usually evaluate one of the following indicators, whether the target country and the original country share history or some historical movements. Strongly in favor of migration is a common language and cultural relationship or similarity. Very important factor is also distance of two countries, logistic accessibility and available means of transport. For most migrants the presence of so-called migratory network plays a key role. Migratory network is a social environment and structure of compatriots living in the target country. The foundation of migration network is a mutual affinity and the fact that compatriots in the target country are already familiar with local conditions and they can facilitate the arrival and the residence in the country. [12]

“Migratory networks develop, linking areas of origin and destination, and helping to bring about major changes in both. Migrations can change demographic, economic and social structures, and bring a new cultural diversity, which often brings into question national identity.“ [13]

“The movements take many forms: people migrate as manual workers, highly qualified specialists, entrepreneurs, refugees or as family members of previous migrants. Class plays an important role: destination countries compete to attract the highly skilled through privileged rules on entry and residence, while manual workers and refugees often experience exclusion and discrimination. “ [14]

Because the pivotal point of this bachelor thesis is a labor mobility and labor mobility means voluntary migration, the voluntary migration will be discussed throughout this bachelor thesis.

2.4 Economic theory of labor migration

As was said in section 2.1 Defining basic terms, labor migration is a move of people from one country to another for the purpose of employment. Based on the information from chapter 2.2.1 Forms of global labor arbitrage, it is obvious that labor migration falls under the section “immigration“. And thanks to the knowledge from chapter 2.3 Reasons for migration, it is clear that labor migration is a part of voluntary migration. As a result the most important migrant for this bachelor thesis is so-called economic migrant.

Economic migrant

“Economic migrants are those who move from one place of work and residence to another, either within a country or across international boundaries, primarily because of their own economic opportunities, as distinct from refugees and those who move because of the migration decisions of others (“tied movers”).“ [15]

“According to the ILO global estimates on migrant workers, in 2013, migrant workers accounted for 150 million of the world’s approximately 232 million international migrants. “ [16]

The most famous economic theory of labor migration is a neo-classical theory.

“Neo-classical theory assumes that individuals maximize utility: individuals 'search' for the country of residence that maximize their well-being.“ [17]

Rationally when people are moving voluntarily, it is because they search something that they do not have at home or something that is better elsewhere than at their homes.

“These approaches are often known as 'push-pull' theories, because they perceive the causes of migration to lie in a combination of 'push factors', impelling people to leave the areas of origin, and 'pull factors', attracting them to certain receiving countries.“ [18]

The “push factors“ are not the subject of this bachelor thesis, on the other hand “pull factors“ are exactly the reasons for labor migration.

“Pull factors“ are those that attract people to come and stay in a new country and leave their country of origin. When talking about labor migration, the strongest “pull factors“ are: economic opportunities, better paid jobs and thus a promise of a better life.

There are also reasons for migration which have nothing to do with the economic or financial situation. Other “pull factors“ can be better cultural, political or climatic terrain and warm weather, peaceful and comfortable locations are ideal for people with savings, who want to enjoy their retirement. [19]

“Neoclassical theory assumes that potential migrants have perfect knowledge of wage levels and employment opportunities in destination regions, and that their migration decisions are overwhelmingly based on these economic factors.” [20]

The strongest “pull factor” for migrants is better living in general and better living very often and surely concerning this issue means have more money. And if someone can get more money for the same work elsewhere it is natural that this person tends to migrate.

“Chiswick claims that migrants are positively self-selected: the more highly skilled are more likely to move because they obtain a higher return on their human capital investment in mobility. This has negative effects for countries of origin, by causing a 'brain drain'.” [21]

Brain drain is “the situation in which large numbers of educated and very skilled people leave their own country to live and work in another one where pay and conditions are better.” [22]

2.5 The impact of migration on society

Movement of people in such a degree must influence inevitably human society. Besides interpersonal relationships and cultural and ethnic ratios, probably the most affected area is an economy and rationally there are two economies influenced by these movements – the economy of the country of origin and the economy of the country of destination. If these influences are more positive or more negative and for which one from these two economies it is more beneficial and much more will be discussed under this section.

“People tend to move not individually, but in groups. Their departure may have considerable consequences for their area of origin. Remittances (money sent home) by migrants may improve living standards and encourage economic development. In the country of immigration, settlement is closely linked to employment opportunities and is almost always concentrated in industrial and urban areas, where the impact on receiving communities is considerable. Migration thus affects not only the migrants themselves but the sending and receiving societies as a whole.” [23]

“Migrant workers contribute to growth and development in their countries of destination, while countries of origin greatly benefit from their remittances and the skills acquired during their migration experience.” [24]

“It is often said that labour migration from poor to rich countries meets mutual needs. Poor countries have too many young labour market entrants for their weak economies to employ, so they 'need' to export surplus workers. Rich countries, by contrast, have declining numbers of young

people entering their labour markets and cannot fill the growing numbers of jobs, so they 'need' to import labour.“ [25]

It is evident that migration is not beneficial only for migrants, but also receiving and sending countries profit from this mobility. It works quite simply, the country of origin is not able to proportionally financially reward that one individual and in case of highly qualified and educated individual, the country of origin does not have the means necessary for next development. On the other hand, there is a country which does have not only the means but also is able to proportionally financially reward that one individual, but this developed country does not have enough of labor force. These two countries meet mutual needs. Moreover, the country of origin profit from the money sent home and so the economy of origin country is supported by migrants who send money to their families. These families can buy more things in their country and so they support the economy and development.

In each country, there is a certain percentage of unemployment but still many countries have need of labor force.

“But it is important to realize that such needs are socially constructed. The 'need' for low-skilled labour in northern countries is socially constructed by the poor wages, conditions and social status in certain sectors.“ [26]

“Many European studies show that immigration plays an important role in improving labour market efficiency. All sectors with jobs avoided by natives, e.g. dirty, difficult and dangerous jobs, low-paid household service jobs, low-skilled jobs in the informal sector of the economy, jobs in sectors with strong seasonal fluctuations, e.g. farming, road repairs and construction, hotel, restaurant and other tourism-related services, heavily depend on the labour supply of immigrants. In their absence, these sectors would probably face severe shortages of labour or labour costs would sharply increase.“ [27]

Obviously, migrants play a key role not only in the sectors with jobs avoided by natives. Contribution of migrants to development is considerable and therefore there is a large demand which should be controlled and organized somehow.

“Government policies in receiving countries have responded to this demand either by creating recruitment and management systems for legal foreign labour, by tacitly permitting (and sometimes regularizing) irregular employment of migrants, or, often, by allowing a mix of regular and irregular migrant employment.“ [28]

2.6 Migration in the Czech Republic

Migration is different in every country with regard to many factors which have to be considered and which influenced or are influencing the particular developments of the migration in the country.

The most important factor is a historical background, because things that happened in the past have influenced the present. Next important factor nowadays is whether the particular country is a part of some organisation or union which governs the laws regarding borders between states and crossing them.

2.6.1 Economic and political context

While talking about the Czech Republic, there is a rich history with many changes. The most important changes which have contributed or somehow have affected the movement of people and labor migration in the Czech Republic are described below.

“The main factor in the radical change – as far as (not only) migration patterns in Czechia are concerned – was the "Velvet Revolution" in 1989 which brought in its wake a new political, economic and societal regime based on a free democratic society and a free-market economy. Since the very beginning of the 1990s, the deep-reaching transformation of society and its globalization (along with the milestones of the establishment of an independent Czechia by separation from Slovakia in 1993, entering NATO in 1999, joining the European Union in 2004 and the Schengen area in 2007) has gone hand in hand with changes in migration flows. Hence, in the course of time, Czechia became first a transit country for Western Europe and then an immigration country (with positive net migration). A unique combination of factors such as the speed of economic and political transformation, particular migration policies (or non-policies) along with good economic performance and demand in the labour market (especially between 1993 and 1997 and then 2004 and 2008), has made the most of the pull factor of this country for immigrants. Ukrainians alone contributed to the Czech immigration boom – at the right time "their pushes" matched "Czech pulls".“ [29]

A very interesting fact is that the Czech Republic has passed all three possible phases and types of the country touched by migration in view of the fact that at first the Czech Republic for a long time was zone of emigration, later the Czech Republic became a transit country for Western Europe and nowadays the Czech Republic is an immigration country with positive net migration.

“Today Central and Eastern European states, particularly Hungary, Poland and the Czech Republic, are becoming immigration lands.” [30]

In order to understand well this article, it is necessary to define the term “net migration” and divide it into positive and negative net migration and consequently explain what is meant by positive and negative in this case.

“Net migration” is the difference of people coming into the country and people leaving the country ie the difference between immigrants and emigrants. Rationally, the positive net migration means that there are more people entering the country than leaving it. Conversely, the negative net migration means that there are more people leaving the country than entering it. [31]

2.6.2 Migration policy

Another important factor for development of migration in a particular country is the attitude of the state towards foreigners. There are four phases of development of attitude of the state towards foreigners in the Czech Republic.

The first phase was observed between 1990 and 1995 and the attitude of the state was very benevolent and unrestricted.

“The Czech approach was a kind of "laissez faire" attitude as the number of foreigners arriving into the country was not regulated.” [32]

The second phase was recorded between 1996 and 1999 and for the first time the Czech Republic introduced some specific measures.

“Immigration law and practice were tightened for the first time for both internal (e.g. rising unemployment) and external reasons (the effort to harmonize national legislation with EU regulations); in 1999, a new Aliens and Asylum Act was adopted and came into force on 1st January 2000.” [33]

In the third phase, between 2000 and 2004 (or even till 2006), the migration and integration policy of the Czech Republic was attempting to formulate further detailed and more comprehensive measures.

“At this time the first government project in the field of migration was launched: called "Selection of Qualified Foreign Workers" it made the route towards permanent residency easier for foreigners from selected countries or for foreign students of Czechia high schools and universities. The favourable economic situation in the years 2005 to 2007 (or even to 2008) with low

unemployment rates and economic growth attracted a number of foreigners to the country while the state supported rather than restricted labour migration. These migrants worked mainly in less skilled positions in industry or construction.“ [34]

The fourth phase is dated from 2008 till about 2014 and because of the global economic crisis many states were trying to reduce the number of immigrants living and working in the country in order to release jobs for Czechs and so fight against the unemployment.

“In the context of the global economic crisis, there was an apparent effort of the Government to reduce the number of foreigners living in Czechia (e.g. through imposing limitations on possibilities to get a Czechia visa or via the Ministry of Interior's "Voluntary Returns" project) and a clear preference for the domestic labour force (including EU/EEA citizens).“ [35]

The world changes very often and very quickly and there is no choice but to adapt. That is why nowadays, instead of attempts to reduce the number of immigrants living and working in the Czech Republic, the efforts to attract labor force from other countries are emerging.

“The current era (since 2014) is preoccupied with dealing with the refugee crisis (mainly linked to "safety measures"), while, on the other hand, in the newly booming Czech economy there are calls, mainly from some industrial companies, for new recruitment of foreign labour (namely, from Ukraine).“ [36]

Practical part

3 Introduction of practical part

In the practical part of this bachelor thesis, we will attempt to get information and answers to the questions that will be set out in part 3.1 called “Objectives and hypothesis“. Firstly, we will determine our goals – what we want to achieve. Hypotheses will be based on my personal opinions and feelings. In order to give it some weight, each hypothesis will be justified by reasons written below.

When objectives, hypotheses and reasons are set down, next part follows - “Methodics.“ In this part, the means by which the answers were gathered will be described as well as the information about respondents etc. The last part will be processing the answers and information obtained. For clarity, graphs and a small summary for each question will be used and of course we will not miss an overall summary at the end.

3.1 Objectives and hypotheses

Objectives

In total, I set 4 goals of this work, which should determine:

If there are more czech people working abroad or more foreigners working in the Czech Republic and what nationality are the foreigners working in the Czech Republic.

What is the main reason for people to work abroad and for how long time they stay in a foreign country.

How difficult it is to learn a new language for foreign workers, if it is needed indeed and to which extent and if English is used like the language shared by both sides.

What is the position of a company employing foreigners and what are the advantages and disadvantages of the company.

Hypotheses

In total, I set 4 hypotheses:

Hypothesis 1:

There are more foreigners working in the Czech Republic than czech people working abroad.

The reason for the hypothesis 1:

Because there are many factories in the Czech Republic where cheap labor is needed in a significant amount and without necessity to speak and understand the Czech language very well, because the work in these factories is physical and rather simple and repetitive.

Whereas countries to the West from us are more developed so they place their factories to the East, where the work is done for less money. That is why there are not so many opportunities for czech people to work abroad in factory, where the work is physical and rather simple and repetitive and you do not need to know the language well.

So if you want to succeed in the West you have to be very good and experienced in some specific field and you need to know the language very well. Many more people are able to do simple and repetitive work without learning a new language than to work really hard to learn the new language and still be good in some specific field, maybe better than majority in the target country.

Obviously it is easier for foreigners to work in a factory in the Czech Republic than for Czechs to try to get a better job abroad in the West and that is why I think that there are more foreigners working in the Czech Republic than czech people working abroad.

Hypothesis 2:

Money is the main reason why people work abroad.

The reason for the hypothesis 2:

In today's world, money is a measure of almost everything. Rationally, everyone wants to have as much money as possible and as we know, towards the West there is more and more money, because countries over there are more developed and industrialized. It would also explain why the direction of mobility of cheap labor is to the West, because there are more economic opportunities.

Hypothesis 3:

English, as a worldwide language, is used very often in order to help people with different native languages to communicate and understand each other.

The reason for the hypothesis 3:

Because Czech is not a worldwide language as well as Ukrainian for example, but in both countries English is taught at schools as the main language. So the only one language common for both sides is English. That is why it is logical to communicate in English, because only very few czech people speak Ukrainian and vice versa.

Hypothesis 4:

Companies employing foreigners have some advantages, for example employing foreigners is cheaper for companies than employing czech people.

The reason for the hypothesis 4:

I do not see any reason to employ foreigners than because of some benefits. If there are not any advantages why would companies make the effort to employ people who do not know the language?

3.2 Methodics

Many methods were used in order to get answers to the hypotheses and to the goals that were set down in the first half of the practical part. Questionnaires were used as the first method. I found a website for creating on-line questionnaires – www.surveo.com and created a questionnaire with 18 open-ended and closed-ended questions.

First questions are about fundamental data to get know how old the respondents are, how many men and how many women are answering etc. The questionnaire is anonymous and research was launched on 6 January 2017.

The very first place where I put the questionnaire was social network – Facebook. This was not a good idea, as I soon found out, because the respondents were rather jokers than people who are needed.

Next day I started to send the questionnaire directly to people in private message. It turned out to be more effective and I got back few filled questionnaires. Nevertheless, I do not know many people who could answer properly my questions, so my family as well as many friends of mine had to be involved.

Eventually 40 questionnaires can be used. Research was finished on 12 March 2017. I think the biggest problem was that many foreigners were afraid to answer the questions even if they knew that everything is anonymous and will be used only for this thesis. Through the questionnaires we achieve my second and third goal and we will be able to compare hypothesis 2 and hypothesis 3 with results.

Next method to get answer for my fourth goal and fourth hypothesis was an interview with human resources officers of companies employing foreigners. I spoke with two women representing two different companies. Both women told me exactly the same, so I did not have to look for another company.

Visit to the labor office is the last method. The result of the first visit in the labor office in Pilsen is that they do not have any of the information needed to answer the goal 1 and the hypothesis 1. They advised me to ask General Directorate of Labour Office in Prague. There they have at least a partial piece of information needed.

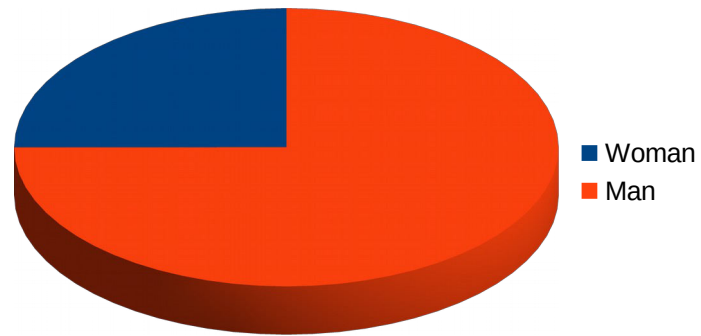
Officer of General Directorate of Labour Office in Prague explained me that the Czech Republic does not observe how many people are leaving the country.

States only control how many people and of which nationalities are entering the country, not the number of people leaving the country.

All the results will be described in the following part.

3.3 Results

1. Sex



Answer	Number of respondents
Women	10
Men	30

The first question demonstrates the proportion of genders. The answer „woman“ selected 10 respondents, and it symbolizes 25 % and the answer „man“ was selected by 30 respondents, it means 75 % .

Obviously, there are more men moving for work than women in this research. It might be caused by different lifestyles of a woman and of a man. Man is still considered as the one who earns money in the first place, while woman is the one who rather takes care about family. Woman is tied to one place, where she raises up her children, but man can travel or even migrate in order to work and he can do it because he is alone, without children and it is always much easier to travel alone than with the whole family.

To be objective, this gender question depends on many factors. For example, in many countries women are not equal to men and this could be the“push factor“ and a serious reason for emigration of women.

“Gender affects reasons for migrating, who will migrate, the social networks migrants use to move, integration experiences and labour opportunities at destination, and relations with the country of origin.“ [37]

2. Age

Because the questionnaire is anonymous, the question asking about the age of respondents is requisite. The lowest age is 20 years and 4 respondents are 20 years old. The highest age is 46 and as well as before, 4 respondents are 46 years old. Other respondents cover equally the age range, which is optimal for this research. The most respondents are 21 years old.

We can see in the table below, that almost all ages are represented. But there are slightly more people aged from 20 years to 30 years than people aged 30 years and over. It is caused by exuberance, independence and courage of young people on the one hand and by greater freedom of movement given by political decisions (EU) on the other hand.

“Young people are the largest group of individuals migrating each year and they do so mainly in search of decent work and better living conditions, education, family reunification and for humanitarian reasons. In 2010, some 3.6 million young people were enrolled in tertiary education abroad.” [38]

Age	Number of respondents
20	4
21	8
22	2
23	6
25	2
26	2
27	2
30	2
32	4
33	2
37	2
46	4

The fact that young people are the largest group of individuals migrating each year is due to emerging new possibilities and opportunities worldwide. Educational exchanges, study stays, studying abroad within Erasmus and many other programs are now very common. All these movements are contributing to the subsequent migration and globalization.

3 Birthplace

Now, it is essential to divide this group of respondents into two parts, where the first group consists of foreigners working and probably staying in the Czech Republic and the second group consists of Czech people working abroad. For this purpose the question concerning the birthplace was asked.

There are more Czech people who answered the questionnaire than foreigners, but these results cannot be taken seriously, because at first, there are many foreigners who were not willing to fill in the questionnaire even if it is anonymous and secondly in order to get relevant information about this issue there would have to be many more respondents.

Birthplace	Number of respondents
The Czech Republic	26
Other country	14

Even the Labour Office of the Czech Republic does not have sufficient information to answer the question concerning a comparison of the number of foreigners in the Czech Republic and the number of Czechs abroad. This topic will be discussed in depth separately in the last section.

4 Citizenship

Question number four inquires what the citizenship of people working abroad is and the answer is clear – all labor migrants are citizens of the country where they were born.

In this case the reason for not changing the citizenship might be that the main reason for these people to work abroad are earnings. They are able to stay long in order to earn as much money as possible, but they do not plan to stay there for the rest of their lives.

5 The original countries of foreigners working in the Czech Republic

Of the total 14 foreigners there are 6 Ukrainians, 4 Bulgarians, 2 Romanians and 2 Slovaks. Evidently all these foreigners came to the Czech Republic from the East and it corresponds to the title of this bachelor thesis – “East-west mobility of cheap labour...“.

Nationality	Number of respondents
Ukrainian	6
Bulgarian	4
Romanian	2
Slovaks	2

The largest representation of Ukrainians is reasonable and it refers to section 2.6.1 Economic and political context, which was discussed in the theoretical part.

5.1 The target countries of Czechs

According to 26 Czechs, Germany and the UK are the most popular target countries followed by Austria, Australia, Italy, The USA and New Zealand. We can see that preferences of Czechs concerning the place of work are very diverse but the first two places occupied by Germany and the UK are far above the rest.

The reason is simple here, the research was done predominantly in Pilsen region, which is very close to the common border with Germany, so the transport is very easy and fast and for many people the way to work in Germany is faster than for others the way to work in the Czech Republic. But the most significant “pull factor“ is the German salary, which is much higher than in the Czech Republic.

Targer country	Number of respondents
Germany	8
UK	6
Austria	4
Australia	2
Italy	2
America	2
New Zealand	2

As regards the UK, the reason why so many Czechs work there is that UK is very attractive for young people, who want to learn English as well as for those who want to experience working in a foreign country for a shorter time. Au-pair is the best known job for foreigners and UK offers many opportunities for this kind of work.

6 Reasons

Question number six asks about the reasons for labor migration and because this question is open-ended, the answers are discussed in the summary below.

According to the answers the main reason for labor migration is clear, the main “pull factor“ is money, precisely better money.

For many foreigners working in the Czech Republic it is not just the money, what is pulling

them to this country but primarily their friends and relatives living there. This is the specifics of the migration to the Czech Republic, foreigners coming from East already have their families here in many cases. Thus it is obvious that nowadays migration has its roots in the past and depends on the history of a particular country.

Next reasonable motive is the language, some Ukrainians have answered that the reason why they had chosen the Czech Republic is because of the similarity of Ukrainian and the Czech language.

Based on the answers there are two different reasons for working abroad for Czech people, besides money. The first reason is interwoven with other activities and profits related to travelling, like the opportunity to improve one's language skills or to discover new places. The second reason, which was given is a job opportunity. "Good job opportunity" is the most common answer of the Czech respondents.

Nationality	The main reasons for migration
Foreigners	Money, relatives or friends, similarity of languages
Czechs	Money, travelling and language skills, job opportunity

7 Job position

Foreigners

Most of the respondents work at a lower position, majority works like a worker in a factory. There are also 2 cooks and 1 receptionist.

Czechs

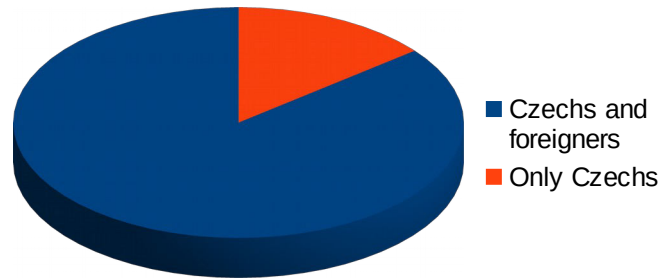
There are many different positions mentioned in the questionnaire, but the most common job is in the sector of construction industry, where Czechs work like bricklayers or helpers, these positions are very demanded mainly in Germany. Other positions occur – housekeeper, barista, au pair, computer programmer or team leader.

8 Fellow workers

This question asks about the working environment of Czechs abroad and foreigners in the Czech Republic. This issue is very important because the working environment can have an impact on the worker and influences not only his performance but also how long he will stay in the work. The role of the fellow workers is the most significant.

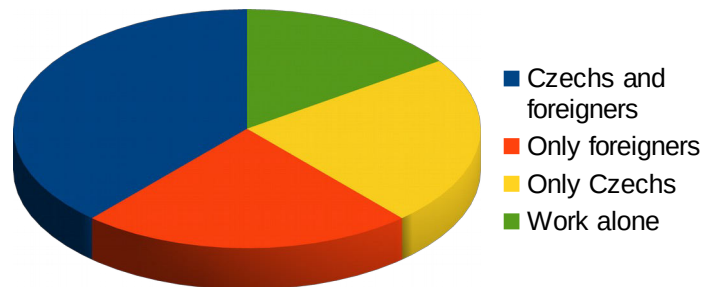
The following graphs and tables show who are the fellow workers of foreigners working in the Czech Republic and who are the fellow workers of Czechs working abroad.

Foreigners



Fellow workers	Number of respondents
Czechs and foreigners	12
Only Czechs	2

Czechs



Fellow workers	Number of respondents
Czechs and foreigners	10
Only foreigners	6
Only Czechs	6
Work alone	4

9 Commuting

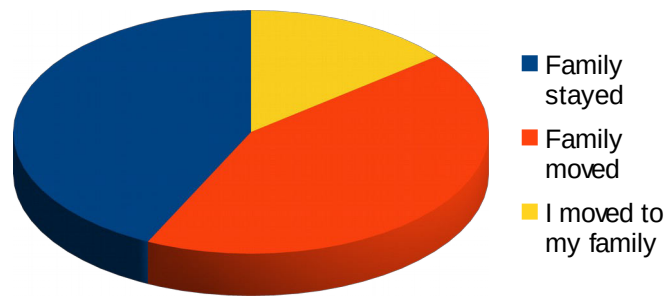
There are 12 respondents who commute to work to another country, all of these respondents are Czechs working either in Germany or in Austria and the time spent on the way to work or from work is on average approximately 2-3 hours.

Rest of the respondents work in the country where they live.

10 Families

Question number ten is asking about families of labor migrant, if they also move or stay at home. As for Czechs, families of all respondents stay at the homeland.

Foreigners



Family	Number of respondents
Stayed	6
Moved	6
I moved to my family	2

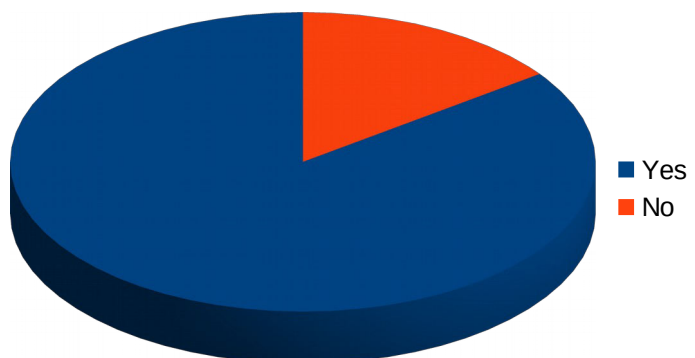
11 Average wage

This question asks about the average wage in the country of origin and about the average wage in the target country. All respondents are aware of the average wage in both countries. The average wage of the target country is always higher than the average wage of the country of origin. In most cases the average wage of the target country is several times higher than the average wage of the country of origin.

12 If you could decide again

“If you could make the decision once again, would your decision be the same?” this question was answered as follows.

Answer	Responses
Yes	34
No	6



Obviously, most of people who had decided to migrate for work are content and would not change their decision. Based on these results labor migration can be considered beneficial for migrants.

13 Language skills

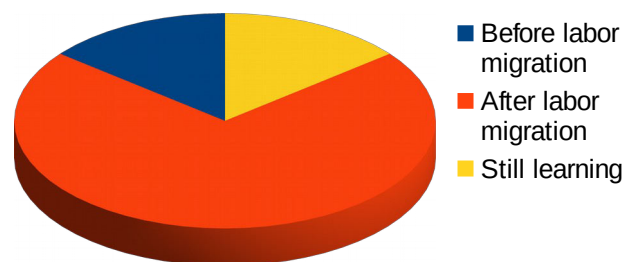
Question number thirteen inquires the time period, when respondents have learnt the language of target country and there are 4 possible answers, where one of them was selected by not even one respondent. This answer says, that the person does not know the language of the target country at all. Research shows that at least a minimal knowledge of the language is essential for working abroad.

The comparison of language level of Czechs and foreigners before labor migration is interesting, because there is 1/3 of Czech respondents who had learnt the language before labor migration whereas only 1/8 of foreigners had known the language of the target country before labor migration.

The explanation is clear, Czech language is not widespread and foreigners rarely learn Czech, but English and German are very often taught at schools.

Foreigners

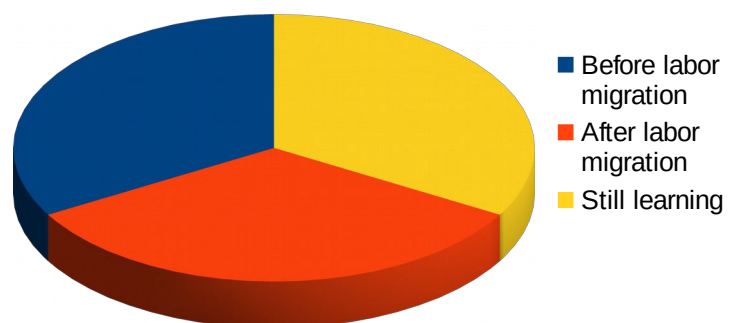
I have learnt Czech...



I have learnt Czech	Number of respondents
Before labor migration	2
After labor migration	10
Still learning	2

Czechs

I have learnt a foreign language...



I have learnt a foreign language	Number of respondents
Before labor migration	8
After labor migration	8
Still learning	8

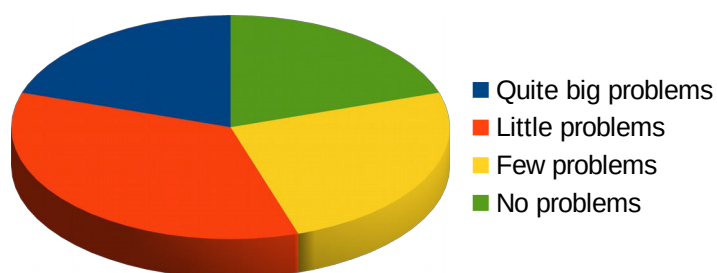
14 The language barrier at work

The purpose of the question number fourteen is to get information about function of the language at work. According to the results the language plays a significant role while learning a new job or working. There are only 8 respondents – 4 Czechs and 4 foreigners who say that they have or had no problem with the language, but it is necessary to consider that two of them are Slovaks, who work in the Czech Republic and the difference between these two languages on the base of communication is null.

As it is obvious from previous tables and graphes, there are also 10 respondents, who had known the language of the target country before labor migration, it follows that even if some of these persons had known the language before labor migration, they although had or have some kind of problems with the communication at work.

On the other hand, there is not even one vote for the answer “Really big problems“ and it shows that there is always a way how to communicate.

Answer	Number of respondents
Quite big problems	8
Little problems	16
Few problems	10
No problems	8

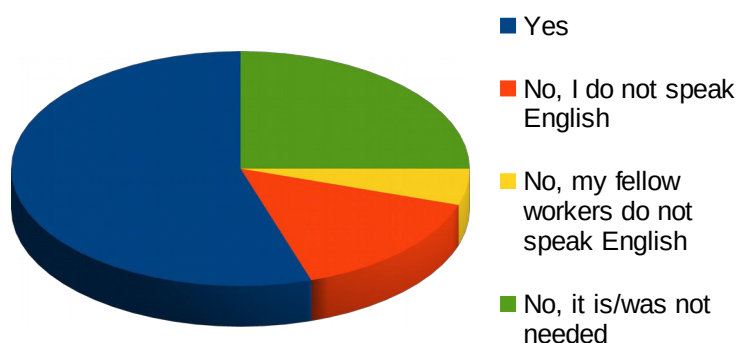


15 English

While working in a foreign country it is important to know their language, if not there is a second chance how to communicate offered by one of the most widespread languages in the world – English. English is taught at schools, there are many English courses for either young or adults and thanks to the nowadays influence of English almost everyone knows at least some bases or few words.

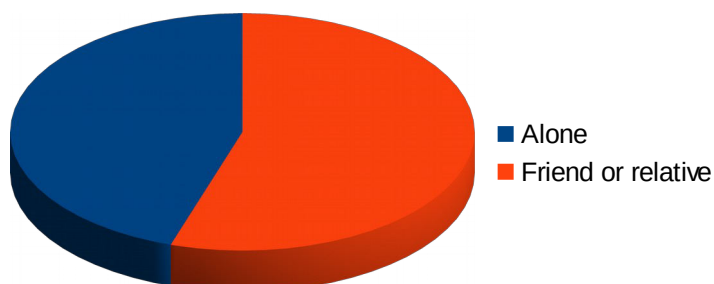
That is why English can be an instrument for communication between people of different native language. And question number fifteen asks if English was or is helpful in real cases at work in a foreign country.

Answer	Number of respondents
Yes	22
No, I do not speak English	6
No, my fellow workers do not speak English	2
No, it is/was not needed	10



16 Finding a job

Question number fifteen is asking very important information - “How these respondents found their job abroad?”. There are three possibilities – to find a job alone, to ask an employment agency or to be advised by friend or relative. No one used the employment agency. The results are following.



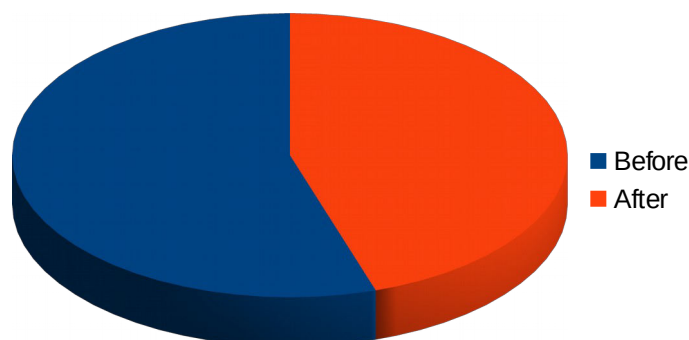
Answer	Number of respondents
Alone	18
Via friend or relative	22

Most of respondents found a job abroad via their friend or relative.

17 Finding a job before or after migration

There are more respondents who had found their job position before leaving their country of origin, but there is almost the same amount of respondents who were finding their new job after migration, what can be quite risky.

Answer	Number of respondents
Before	22
After	18



18 Length of stay in a foreign country

This question asks how long these respondents are already working or are going to work abroad.

Answer	Number of respondents
Less than 1 year	6
1 – 5 years	21
More than 5 years	13

The answer “for the rest of my life“ was selected by not even one respondent, which confirms the fact that the main reason for migration for labor migrants is to earn money and thus improve their standard of living. These respondents do not plan to stay in their target country of labor migration for the rest of their lives, they want to come back home probably, or maybe enjoy their retirement in another country.

19 An interview with human resources officers of companies employing foreigners

In order to confirm or to disprove the hypothesis number four it is necessary to contact specialists in the field of human resources. Two human resources officers of companies employing foreigners were asked to explain why the companies located in the Czech Republic employ so many foreigners.

Vladimíra Herzogová, human resources officer of company Elkamet s.r.o. located in Myslínka in Pilsen region, explains that the main reason for the company to employ foreigners is that there are not enough Czech people willing to work in these positions. She adds that in this time of economic boom there are so many job offers that there is not enough labor force in the country to cover it and the company has to search new employees abroad.

Vladimíra Herzogová was also asked about the advantages and disadvantages of the company while employing foreigners and the answers are as follows. The principal disadvantage is language barrier, interpreters are very often needed in order to explain new foreign employees how to do their work and it costs money.

The main advantage is that hiring workers via an employment agency saves money, because the company does not have to fill in all the papers, this duty is on the side of the employment agency. There is also one more advantage according to Vladimíra Herzogová and it is the flexibility of these workers, the company will need for example five workers on Monday, but only two on Tuesday and not even one worker on Wednesday but ten workers on Tuesday and the employment agency will do as the company needs.

Andrea Mrázková, HR Business Partner of Faurecia Automotive Seating located in Úherce, was asked all the same questions and her answers were identical with those above.

20 Visit to the labor office

In order to confirm or to disprove hypothesis number one it is necessary to contact competent authorities. Two visits were done and only half of the information needed was obtained.

Labor Office of Pilsen Region does not dispose of any required information but officers recommend General Directorate of Labour Office in Prague as a better source of necessary information.

Officer of General Directorate of Labour Office in Prague explains that the Czech Republic does not observe how many people are leaving the country and in order to get this information all the countries have to be asked about the number of Czechs coming to the particular country.

States are only controlling how many people and of which nationalities are entering the country, not the number of people leaving the country.

Ing. Jakub Novák, head of the monitoring and analysis of the labor market of General Directorate of Labour Office in Prague, complements the work of the requested data.

Employees of foreign nationals to 31. 12. 2016	Total number	Of which women
Foreigners with work permits	8008	2343
Citizens of EU and EEA + Switzerland	284153	92863
Foreigners who do not need a work authorization for entering the labor market (§ 98a and 98 of the Employment Act)	76046	37247
Foreigners - a green card holders	39	11
Foreigners – a blue card holders	257	49
Foreigners – an employee card holders	14396	4770

3.4 Conclusion of the practical part

Based on the results obtained from the the three methods of gathering information, now we can compare these results with the goals and the hypotheses set out in section 3.1 Objectives and hypotheses.

Goal 1:

If there are more czech people working abroad or more foreigners working in the Czech Republic and what nationality are the foreigners working in the Czech Republic.

Hypothesis 1:

There are more foreigners working in the Czech Republic than czech people working abroad.

Result 1:

This result can not be achieved because there does not exist any institution in the Czech Republic that disposes of this information. The number of people leaving the country is not controlled. The overview of all available information about people entering the country is in section 3.3 Results, part 20.

Goal 2:

What is the main reason for people to work abroad and for how long time they stay in a foreign country.

Hypothesis 2:

Money is the main reason why people work abroad.

Result 2:

According to the answers the main reason for labor migration is clear, the main “pull factor“ is money, precisely better money. Next reasons are mentioned – job opportunity, better living conditions etc. On the side of foreigners, relatives and friends already living in the Czech Republic play a significant role. “Between 1 and 5 years“ is the most frequent answer on the question how long the respondents stay in a foreign country.

Goal 3:

How difficult is it to learn a new language for foreign workers, if it is needed indeed and to which extent and if English is used like the language shared by both sides.

Hypothesis 3:

English, as a worldwide language, is used very often in order to help people with different native languages to communicate and understand each other.

Result 3:

Research shows that most of respondents use English in order to communicate at work with people with different native language.

Goal 4:

What is the position of a company employing foreigners and what are the advantages and disadvantages of the company.

Hypothesis 4:

Companies employing foreigners have many advantages and employing foreigners is cheaper for companies than employing czech people.

Result 4:

Employing foreigners is not beneficial for the company not even cheaper. Companies have to pay all employees equally, if not it would be a work discrimination. There are two little advantages (less work with filling in papers and the time flexibility of workers hired via employment agency) and one little disadvantage (language barrier).

4 Conclusion

This bachelor thesis is divided into two large parts. The first part is theoretical; books and internet are the main sources. Also this part is divided into two notional parts, the first one is more general and the themes are discussed on an international scale. Expressions like « mobility of cheap labor » or « global labor arbitrage » are explained as well as the forms of global labor arbitrage. Next topics deal with reasons for migration, economic theory of labor migration and the impact of migration on society.

The second notional part of the theoretical part focuses on the labor migration in relation to the Czech Republic. At first the economic and political context is introduced and followed by the migration policy in the Czech Republic and its four phases.

The second part is practical and deals with the research. At first the goals that we want to achieve are set out, then hypotheses supported by the reasons are introduced and finally the methodics, where all the methods used are described.

The most extended section of the practical part is the section named Results, where all acquired information is processed and discussed. In this section many graphs and tables are provided. In the last part, the results from the previous section are compared with the goals and hypotheses.

In the theoretical part all goals are achieved. In the practical part not all goals are achieved, but all reasons why it was not possible are explained.

The greatest contribution of this work is the fact that it brings a new perspective on labor migration. As for me it felt rather negative to see so many migrants in the Czech Republic as well as to hear about so many Czechs leaving the Czech Republic and I did not understand how it works and I did not see many benefits about it but on the contrary, there are many of benefits not only for people on move but also for the economies of both, target country and the country of origin. Migration gives the possibility of development and growth for people as well as for society.

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7 Abstract

This bachelor thesis deals with the labor migration on an international scale in its very first part and gradually begins to focus on labor migration in relation to the Czech Republic. In connection with this issue, the thesis also deals with the economic side of things and the impact on society in terms of the international scale and with the economic and political background and attitude of the country in terms of the relation to the Czech Republic.

In the thesis organizations dealing with the issue of labor migration are represented in various grades. On the territory of the Czech Republic the questionnaire with aim to find diverse information concerning personal experience with the labor migration took place. The labor migration in relation to the Czech Republic is analysed in the territory of the Czech Republic and includes answers of Czechs as well as of foreigners.

8 Resumé

Tato bakalářská práce pojednává o pracovní migraci v mezinárodním měřítku a postupně se začíná více soustředit na pracovní migraci v rámci České republiky. V souvislosti s touto problematikou pojednává také o ekonomické stránce věci a dopadu na společnost v rámci mezinárodního měřítka a ekonomickém a politickém kontextu a postoji země v rámci České republiky.

V práci jsou v různých stupních představeny organizace zabývající se pracovní migrací. Na území České republiky zároveň proběhlo dotazování respondentů s cílem zjistit různorodé informace týkající se osobní zkušenosti s pracovní migrací. Pracovní migrace v rámci České republiky je analyzována na území České republiky a zahrnuje odpovědi jak Čechů tak cizinců.

9 Appendices

Example of questionnaire filled in by foreigner

1) *Jste žena nebo muž?*

a) žena

b) muž

2) *Kolik je Vám let?*

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3) *Jaký stát je Vaší rodnou zemí?*

Ukrajina

4) *Jaké je Vaše občanství?*

a) české

b) jiné, jaké? Ukrajinské

5) *V jaké zemi nyní pracujete?*

Česká Republika

6) *Proč jste si vybral/a právě tuto zemi jako své místo výkonu práce?*

Jsou tady lepší životní podmínky. Je jednodušší se dostat do České republiky než třeba do Německa. Vyskytla se možnost ject pracovat do Česka, tak jsem jel. A už jsem tady měl rodiče.

7) *Jaká je Vaše pracovní pozice?*

Kuchař

8) *Vaši kolegové jsou*

a) Češi

b) cizinci jiných národností

c) cizinci stejné národnosti jako já

d) pracuji sám

e) Češi a cizinci

9) *Dojíždíte za prací do jiné země? Pokud ano, jak dlouho cesta trvá?*

a) ne, žiji v zemi ve které pracuji

b) ano, cesta trvá:

10) *Pokud jste se za práci stěhoval/a, Vaše rodina*

a) zůstala doma

b) se přestěhovala se mnou ráda

c) se přestěhovala se mnou nerada

d) jiná Já jsem se přestěhoval za rodinou

11) *Víte alespoň přibližně jaká je průměrná mzda ve Vaší zemi a v zemi ve které pracujete?*

Nevím oficiální průměr, ale vím, že tam lidi berou kolem 3 000 - 5 000, což je málo v porovnání s cenami. V České republice 15 000 - 18 000.

12) *Pokud byste se mohl/a rozhodnout znovu, rozhodl/a byste se stejně?*

a) ano

b) ne

13) *Cizí jazyk v nové zemi*

a) jsem ovládal/a ještě před příjezdem

b) jsem se naučil/a až v nové zemi

c) se stále učím

d) jsem se stále nenaučil/a

14) *Jak velké problémy Vám činila jazyková bariéra při učení se práci?*

a) opravdu velké

b) velké

c) malé

d) jen malé

e) žádné

15) *Posloužila angličtina jako dobrý pomocník v případě vzájemné neznalosti rodného jazyka?*

a) ano

- b) ne, neumím anglicky
- c) ne, kolegové neumí anglicky
- d) ne, nebylo potřeba

16) *Práci v zahraničí*

a) jsem si zařídil/zařídila sám/sama

- b) mi zprostředkovala agentura
- c) mi dohodil známý/kolega/příbuzný

17) *Práci v zahraničí jsem tedy*

a) měl/a domluvenou před odjezdem do cizí země

b) hledal/a až po příjezdu do cizí země

18) *Moje práce v cizí zemi je*

- a) chvilková (méně než rok)
- b) krátkodobá (více než rok a méně než pět let)
- c) dlouhodobá (více než pět let)**
- d) v plánu do konce života